

# UC-AFT NEWSLETTER

University Faculty, Librarian and Professional Union

October 1995

AFT Local 1474, Berkeley & San Francisco Campuses

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## UC-AFT FALL RECEPTION & MEETING

Join us for refreshments and light food on **October 24th** to hear long time UC-AFT member **Carlos Munoz, Jr.** speak about the current affirmative action debate at UC.

- *How are UCB Academics involved in this debate?*
- *What should the role of UC-AFT Local 1474 be?*

**LOCATION:** Women's Faculty Club Lounge

**TIME/DATE:** Oct. 24th, 5-7:30pm

Carlos Munoz, Jr., is a professor, Department of Ethnic Studies and has been a UC faculty member since 1970. He is a founding member of Campus Coalitions for Human Rights and Social Justice; and a founding member of Berkeley Faculty for Affirmative Action.

Affirmative action petitions and coalition materials (articles and flyers) will be available.

## LABOR CONFERENCE

Nov. 11, 1995

There is a one-day conference on Labor and Affirmative Action, **Saturday, November 11, 1995, 9:00 a.m. to 4:00 p.m.** at the **Federal Building in Oakland, 1301 Clay Street.** The conference will feature workshops on implementing affirmative action programs, organizing, and strategies to respond to the California Civil Rights Initiative and other attacks on affirmative action. **California Labor Federation Secretary-Treasurer Jack Henning** will be the keynote speaker, and **Congressman Ron Dellums** is tentatively confirmed as a participant.

## ELECTIONS!

Looking for an interesting and challenging way to spend a little of your free time? Want to learn more about how labor-management relations work at the University? Seeking a

way to contribute to your life and others' work lives in a meaningful way?

The AFT Local 1474 Executive Board is a place where you can accomplish all of these things. We will be sending nomination forms to local union members for the offices of President, Vice-President, Secretary and Treasurer. Nominations will also be accepted at our fall meeting on October 24, 1995 (See article, above).

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## SUPPORT OCTOBER 12TH ACTIVITIES FOR AFFIRMATIVE ACTION

The University Council of the American Federation of Teachers voted on September 23 to endorse the October 12 action in support of Affirmative Action. The accompanying article talks about what University employees can do.

This union has long supported affirmative action in both admissions and hiring. Opponents of affirmative action are frequently confused about what affirmative action actually is. It is a set of tools, including outreach, recruitment and holding employers, educational institutions and government entities responsible for results, designed to open opportunities to qualified people who have been traditionally left out and therefore underrepresented in our various institutions. It tries to replace the old way of finding and filling jobs and educational openings: word of mouth, networking and family influence with a search for qualified applicants. Affirmative action challenges the "old boy network" that has allowed de facto skin color and gender preference to create a society where 80% of full-time faculty at U.C. are white, only 22% of doctors are women, 80% of the U.S. House of Representatives are male, 92% of the Forbes 400 are male and all of the Presidents of the United States have been white males.

The University of California has been one of the most diverse institutions of higher education in the world. We must support efforts to make sure that gains continue to be made. There will be rallies, demonstrations and teach-ins where our support will make a difference!

## WHAT CAN EMPLOYEES DO?

Many people have been asking for information concerning the degree to which U.C. employees, particularly those covered by

UC-AFT for collective bargaining purposes, may support upcoming challenges to the Regents' policy on affirmative action.

Working on October 12: Librarians and lecturers are covered by their contracts' "no strike" clauses, which prohibit the withdrawal or denial of services to the employer to which the employer is entitled and for which the employee is paid. In this context, both librarians and lecturers normally have scheduled responsibilities. Not carrying out those responsibilities could lead to action by the University. Most lecturers can conduct their classes off-campus, but most librarians have specific places to work. We will be communicating to student groups that there are people who are required to report to work, even though they may support the day's activities and purpose. We encourage all of our members, including those who work on October 12, to wear some symbol of support for affirmative action.

Wearing buttons, badges, tee shirts, etc: General messages conveyed by means of buttons, badges or tee shirts worn by employees will probably not subject either the employee or the union to negative consequences. The message is important. The tee shirts that we are having made for UC-AFT members ("I'm a UC employee and I support affirmative action," with the union name on the back) are probably well within the realm of acceptability.

Employees are, of course, free to spend free time, such as lunch breaks, as they see fit. (Check around campus for flyers about rallies etc).

## AFFIRMATIVE ACTION T-SHIRTS!

*Show your support for UC-AFT and  
Affirmative Action at UC--wear your  
T-shirts on October 12!*

**ATTENTION AFT MEMBERS**--Would you like a free AFT T-shirt? Local 1474 has new AFT T-shirts that state our support for affirmative action on the front and feature our union logo and information about UC-AFT on the back. The T-shirts are royal blue with white lettering and come in sizes XL or XXL.

### **HOW CAN YOU GET ONE OF THESE \*\*\*FABULOUS\*\*\* T-SHIRTS?**

- 1) On Friday, October 6 at Noon we will be distributing free T-shirts for AFT members on Upper Sproul, just North of the fountain near the entrance to the Golden Bear. Come meet AFT officers and get a T-shirt.
- 2) E-mail us at -- local1474cft@igc.org and leave your name, phone number and e-mail address and we will contact you regarding your T-shirt.
- 3) Look for us in our AFT T-shirts at the Demonstration and Rally on October 12--we will have extra T-shirts for members there as well.

## Design on back of new AFT/Affirmative Action T-shirts!

Irvin  
Local 2226  
  
Santa Cruz  
Local 2199  
  
Santa Barbara  
Local 2141



# **AMERICAN FEDERATION OF TEACHERS**

**University Faculty, Librarians, Lecturers  
and Professional Union**

Berkeley/SF  
Local 1474



Los Angeles  
Local 1990

Riverside  
Local 1966  
  
San Diego  
Local 2034  
  
Davis  
Local 2023